Human Resources Metric

CCH Board of Directors

Barbara Pryor

Chief Human Resources Officer

January 25, 2019

COOK COUNTY HEALTH
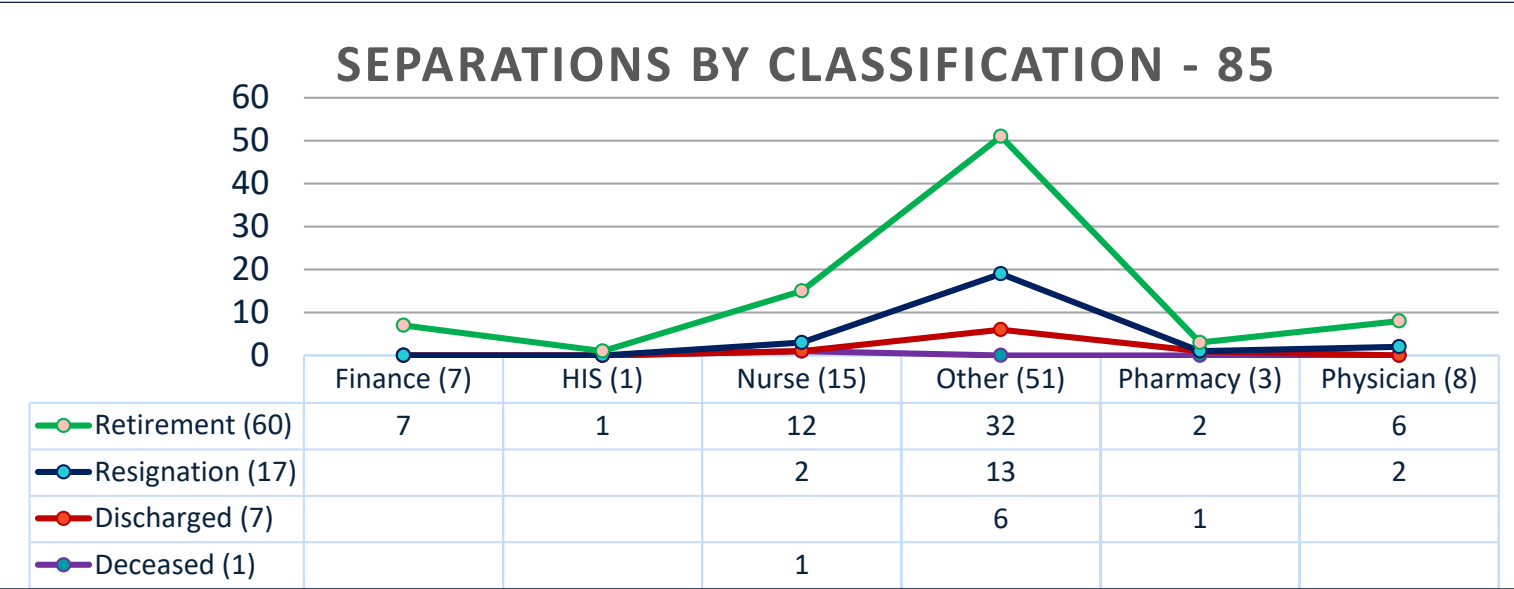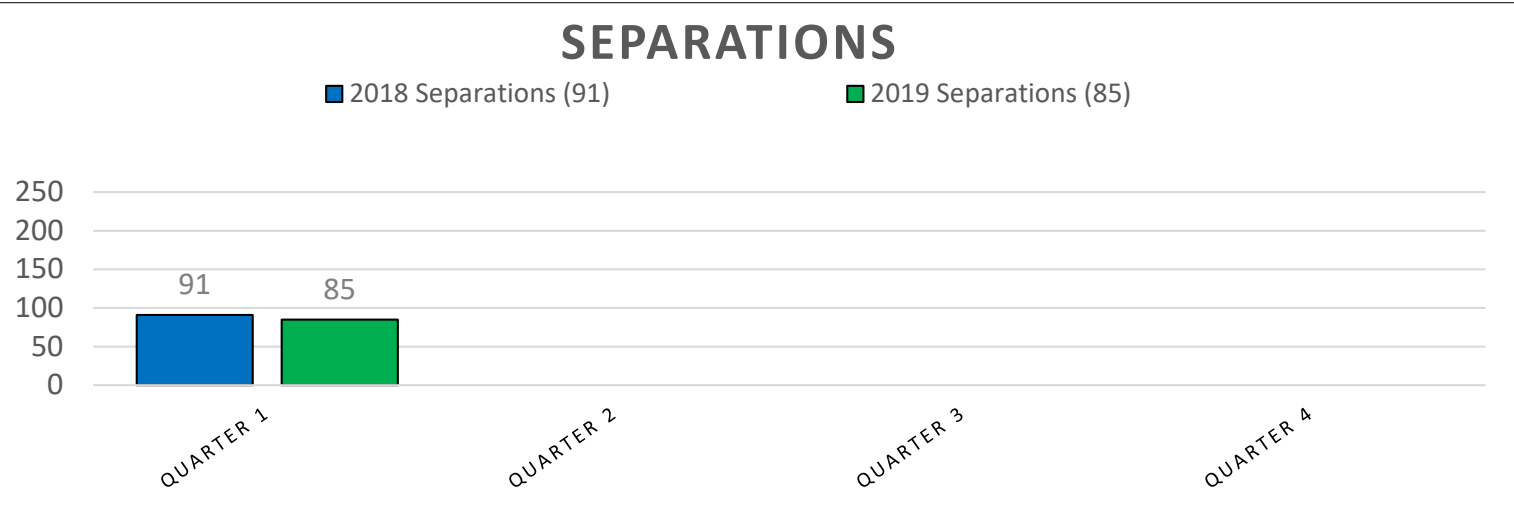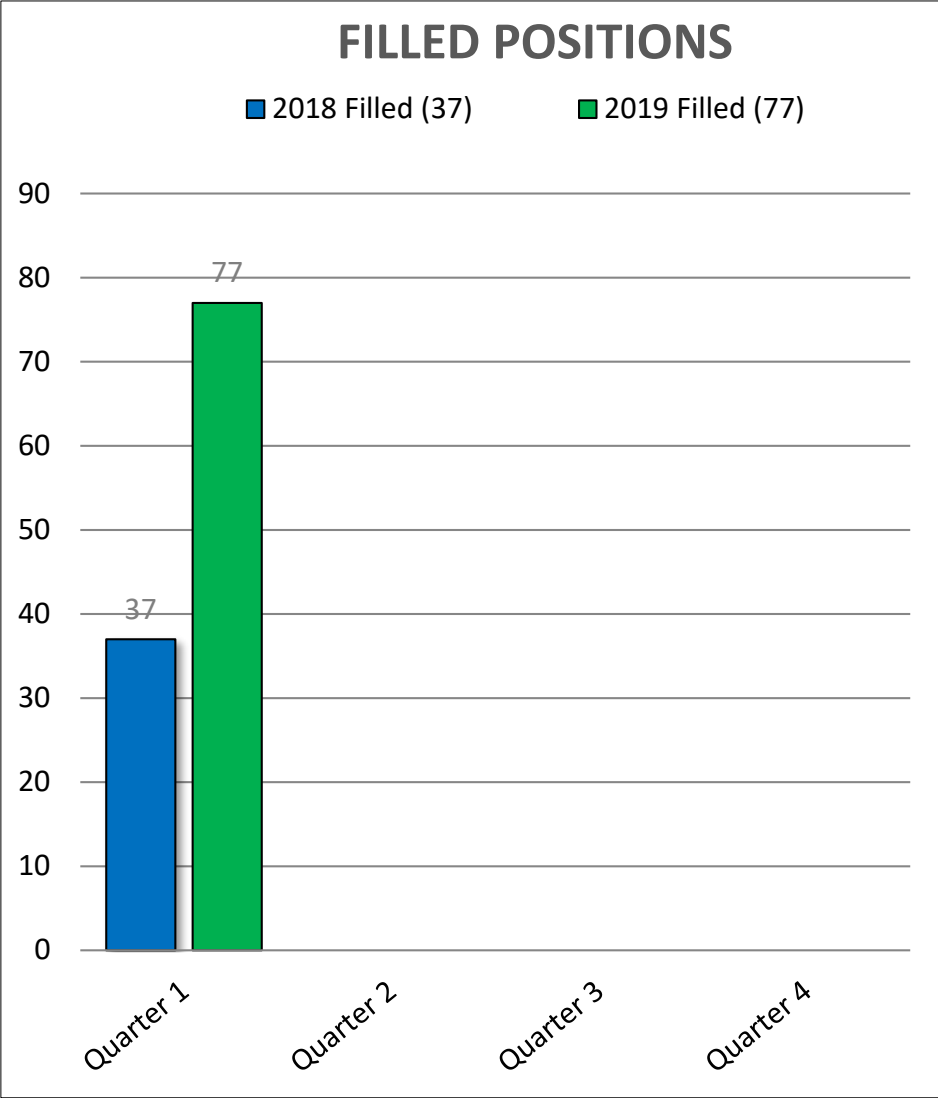
Quarterly Metrics

CCH HR Activity Report– Open Vacancies
Thru 12/31/2018

FILLED POSITIONS

■ 2018 Filled (37)   ■ 2019 Filled (77)

SEPARATIONS

■ 2018 Separations (91)   ■ 2019 Separations (85)

SEPARATIONS BY CLASSIFICATION - 85

	Finance (7)	HIS (1)	Nurse (15)	Other (51)	Pharmacy (3)	Physician (8)
Retirement (60)	7	1	12	32	2	6
Resignation (17)			2	13		2
Discharged (7)				6	1	
Deceased (1)			1			

Does not include Consultants, Registry and House Staff

CCH HR Activity Report – Turnover

CCH TURNOVER
Turnover Year-to-Date
Head Count: 6,246
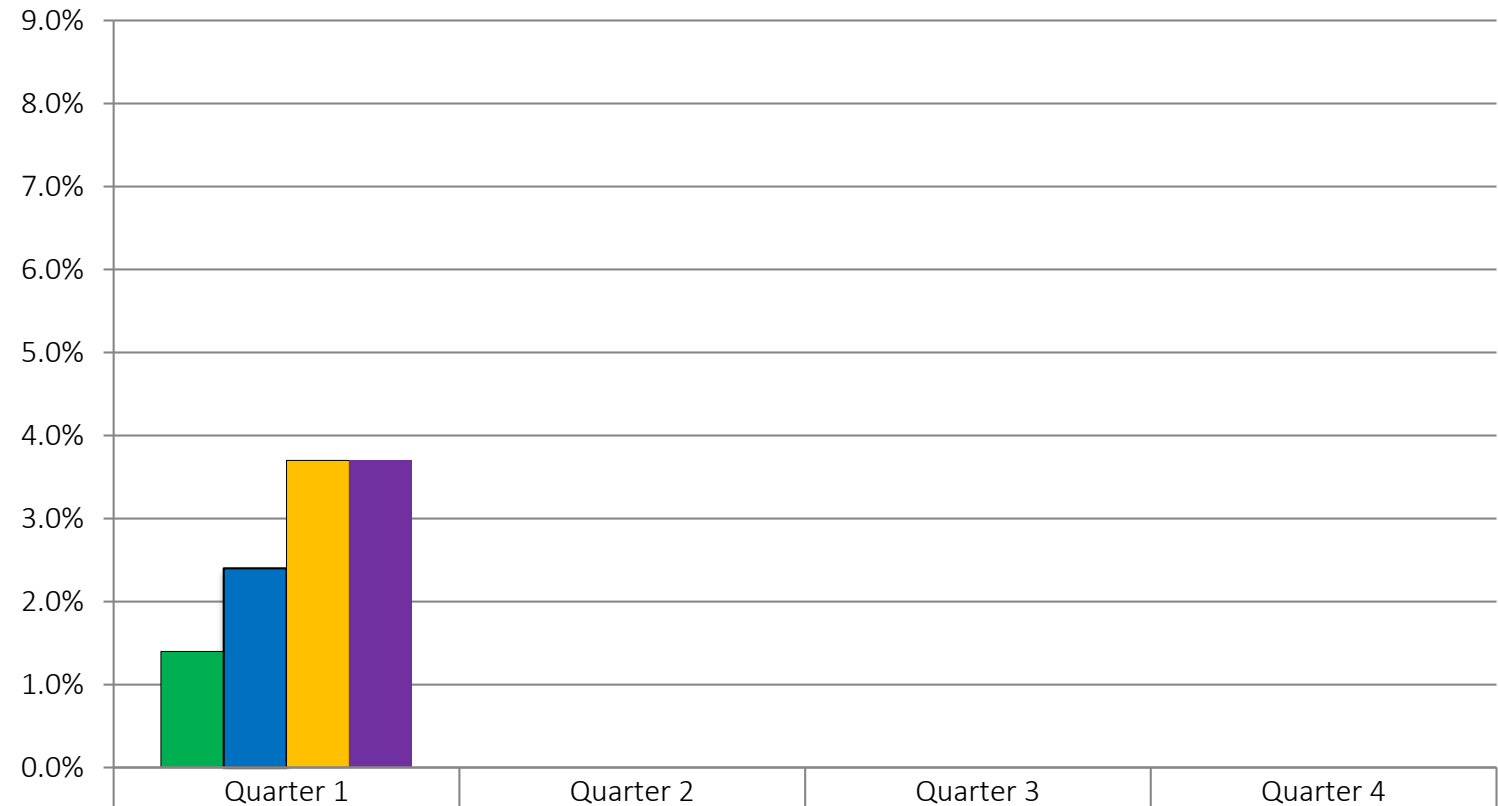
YTD Cumulative Totals:	Quarter 1	Quarter 2	Quarter 3	Quarter 4
■ FY19 CCHHS Turnover	1.4%			
■ FY18 CCHHS Turnover	2.4%			
■ FY17 U.S. IL Health & Hospital Assoc. Turnover Data	3.7%			
■ FY18 U.S. Dept. of Labor Turnover Data	3.7%			

CCH HR Activity Report – Open Vacancies

Improve/Reduce Average Time to Hire*

**Average Time to Fill
(Without Credentialed[1])**

Goal — Actual
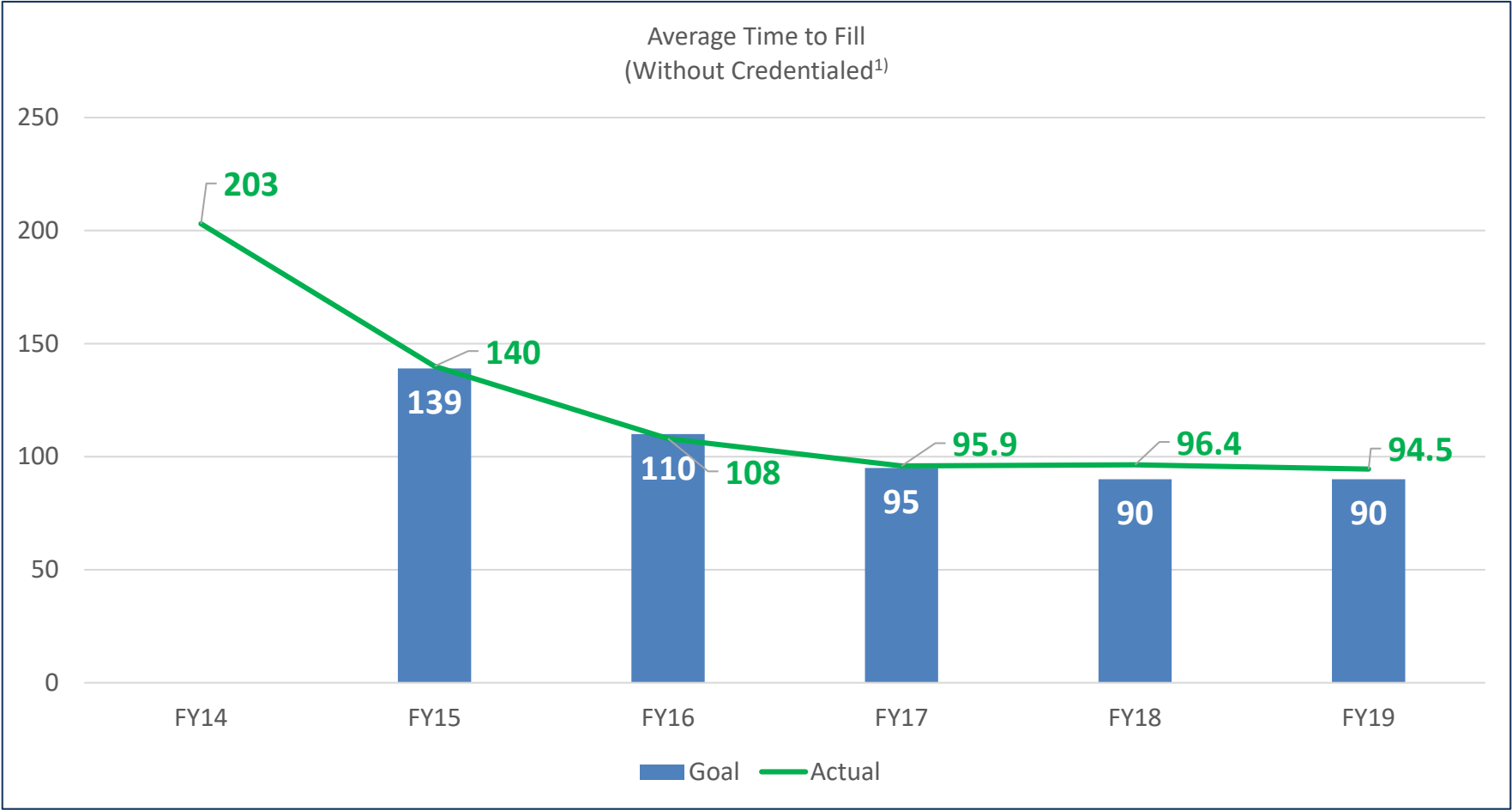
[1] Credentialed Positions: Physicians, Psychologist, Physician Assistant I and Advanced Practice Nurses.

CCH HR Activity Report – Hiring Snapshot

Thru 12/31/2018

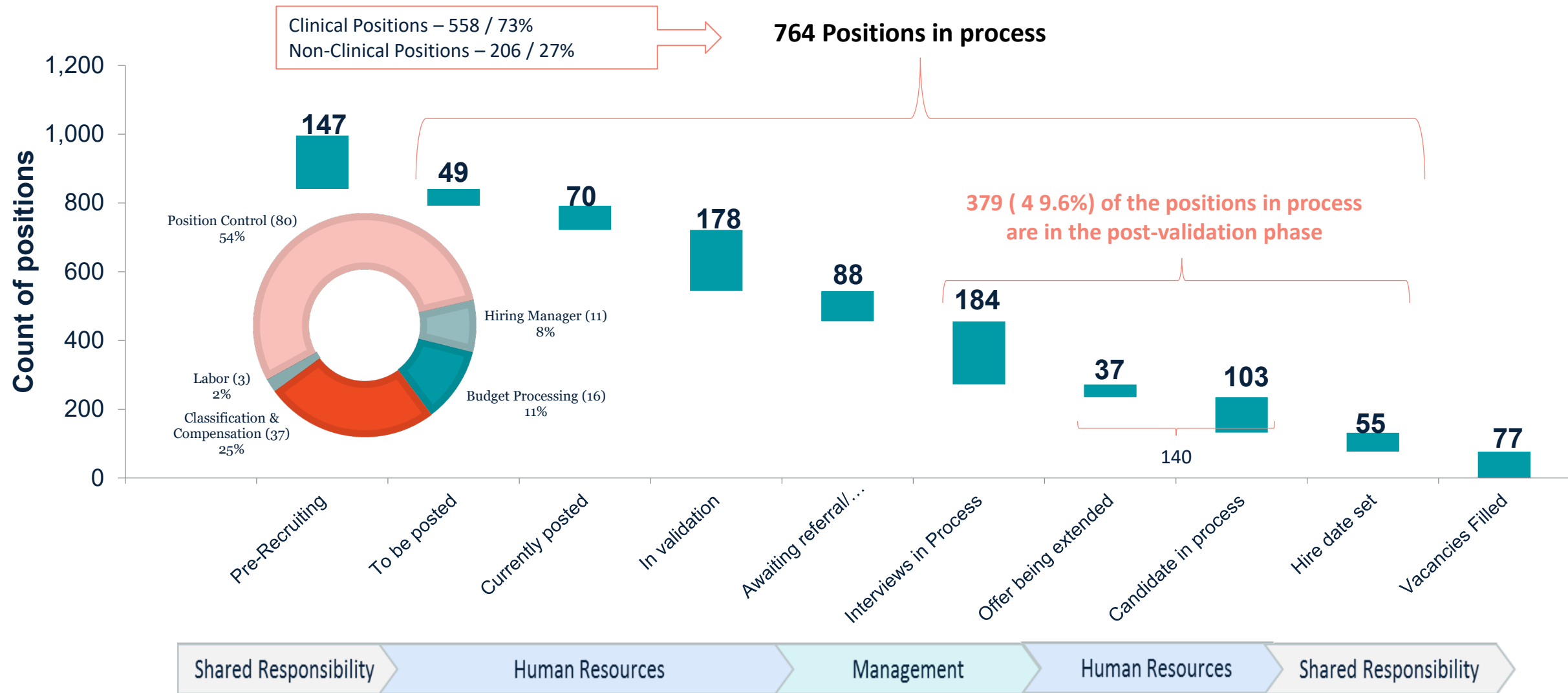Clinical Positions – 558 / 73%
Non-Clinical Positions – 206 / 27%

764 Positions in process

379 (4 9.6%) of the positions in process are in the post-validation phase

Count of positions

Position Control (80) 54%

Hiring Manager (11) 8%

Labor (3) 2%

Budget Processing (16) 11%

Classification & Compensation (37) 25%

147
49
70
178
88
184
37
103
55
77

140

Pre-Recruiting
To be posted
Currently posted
In validation
Awaiting referral/...
Interviews in Process
Offer being extended
Candidate in process
Hire date set
Vacancies Filled

Shared Responsibility | Human Resources | Management | Human Resources | Shared Responsibility

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Appendix

CCH HR Activity Report– Nursing Hiring Snapshot

Thru 12/31/2018

226 Positions in process

119 (53 %) of the positions in process are in the post-validation phase

Count of positions

31
1
22
58
26
50
16
24
29
16
40

Pre-Recruiting | To be posted | Currently posted | In validation | Awaiting referral/ repost | Interviews in Process | Offer being extended | Candidate in process | Hire date set | Vacancies Filled

Position Control (11) 36%
Hiring Manager (4) 13%
Budget (1) 3%
Labor (2) 6%
Classification & Compensation (13)

Shared Responsibility | Human Resources | Management | Human Resources | Shared Responsibility
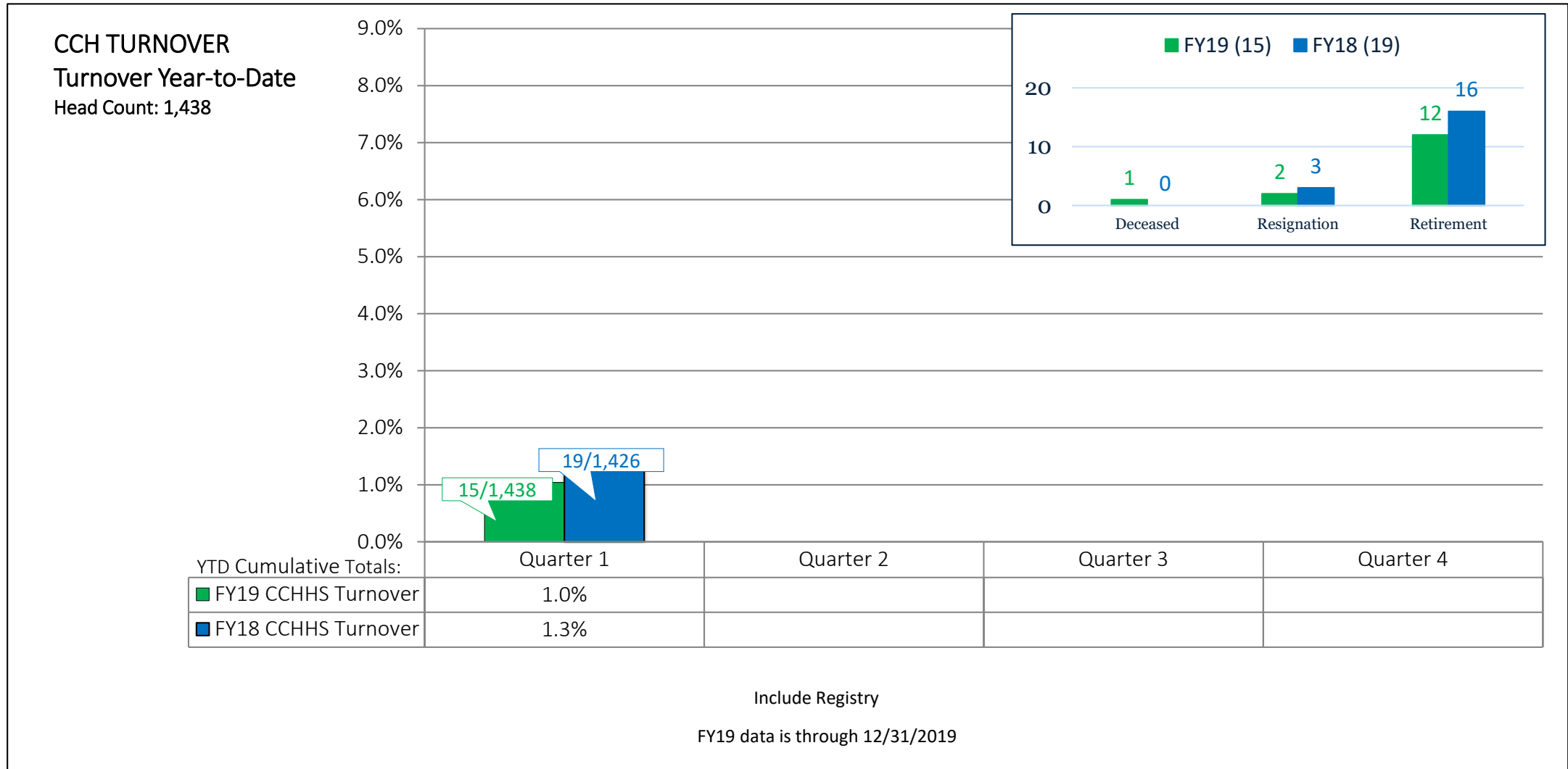
COOK COUNTY HEALTH

257 Vacant positions
This number include only those positions in which Human Resources have received Request to Hires.

Nursing Activity Report – Turnover

CCH TURNOVER
Turnover Year-to-Date
Head Count: 1,438

Include Registry

FY19 data is through 12/31/2019

YTD Cumulative Totals:	Quarter 1	Quarter 2	Quarter 3	Quarter 4
FY19 CCHHS Turnover	1.0%			
FY18 CCHHS Turnover	1.3%			

FY19: 1,438 - Nurses / 15 - Separations
FY18: 1,426 – Nurses / 19 - Separations

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CCH HR Activity Report – Finance Hiring Snapshot
Thru 12/31/ 2018

30 Positions in process

Position Control (4)
57%

Hiring Manager (2)
29%

Classification & Compensation (1)

11 (37 %) of the positions in process are in the post-validation phase

Count of positions

Pre-Recruiting	To be posted	Currently posted	In validation	Awaiting referral/ repost	Interviews in Process	Offer being extended	Candidate in process	Hire date set	Vacancies Filled
7	1	2	2	0	14	0	4	7	2

Shared Responsibility	Human Resources	Management	Human Resources	Shared Responsibility